

**City of Carlsbad
Employee Benefits**

FIRE DEPARTMENT



Group Health Insurance

Employees may choose from several medical plans available through the California Public Employees Retirement System (CalPERS). Both employee and the City share premium costs. Dental (optional) and vision (required at least at the Employee Only level) plans are optional benefits that can be purchased with excess benefits credits.

Flexible Spending Accounts (FSA)

A flexible spending account allows you set aside pre-tax dollars to reimburse yourself for eligible health care and/or dependent care expenses

Retirement

Under the CalPERS program the City provides to all CFA represented fire/safety employees the 3% at 50 retirement formula. On behalf of the fire/safety employee, the City contributes 8% of the employee's earnings, and the employee contributes 1% on a pre-tax basis. In addition, the City also reports the value of the employer paid member contributions (8%) to CalPERS as additional income.

Life Insurance

The City provides each employee with life insurance equivalent to one times annual base salary. Employees may purchase additional life insurance equivalent to one times the base amount.

Accidental Death and Dismemberment

This is a voluntary program available to any employee who chooses to participate. The City will pay 1/3 of the cost and employee pays 2/3 of premium.

Long Term Disability

The City provides long term disability, which may provide up to 60% of basic monthly earnings while disabled.

Bilingual Pay

The City will provide additional compensation to an employee, designated by the Fire Chief, in the amount of \$40.00 per pay period for the performance of Spanish/English bilingual skills.

Holidays

The City observes 12 scheduled holidays plus one floating holiday per year.

Vacation

Vacation hours earned is based on years of continuous service. All employees are entitled to accrue vacation hours up to a maximum of 448 hours.